

Moderator: Good afternoon, everyone. Thank you for joining us on this week's Teamsters' coronavirus conference call for Teamster affiliates and staff. To get us started today, General President, Jim Hoffa. Mister Hoffa?

Jim Hoffa: Well, thank you very much and thank you for – all the affiliates – for joining on this call. It's always great to talk to you. I just want to tell you what we've been doing here. We've been working with our directors and everybody to keep our job safe, keep our people working, and basically, make our contribution. I've had an interesting 24 hours.

I found out that President Trump appointed me to something called the Great American Revival Task Force, and I'm willing to be on that, because I think it gives labor a voice about what's gotta be done here through this pandemic. And I want to tell you what I said when I got called on. "So, Mister President, we've gotta make sure we see a very significant decline in the infections before we get people back to work. A lot of our people are working. Our people are out there. They're doing their part, but I'm talking about the people – about coming back to work in the bars and restaurants around the country."

And I said, "You're gonna have to basically see a decline in that." And I said, "Secondly, you know, what we've tried to push our employers – our Teamster employers – to make sure we've got a safe workplace. No one wants to work in an unsafe workplace. We're seeing that more and more that we've gotta have what we need and require and what people want – to have masks, gloves, disinfectant, hand sanitizers – things that make you feel that you're in a safe workplace. I know we've been working on that across the country with different industries and it's happening, but we've got good employers that do it and you got bad employers that don't do it."

I also said that when we have this task force, if people who are not working go back to work, they gotta make sure that they have testing so they can feel that they can have tests if they feel sick or anything like that, and then, most importantly – and I know – we're gonna hear this from LaMont – LaMont Byrd, our safety director – that we have to have a better OSHA standard – a new, modern OSHA standard – that deals with the pandemic – I mean, things that are relevant to what's going on and the problems we're facing right now with people getting infected on the workforce. Those are the things I said. But we're out there every day. We're talking to the

medical community. And the biggest issue now is – for the people that aren't working – is when are they going back to work?

And that's the big question and, to me, that is really a scientific question, if not a feel-good question. We gotta make sure we can bring people back safely, and it's gonna be meaningful and our people are gonna be protected. They've all got families and they gotta have a family they can go back to. What good is a job if you get sick? So, those are the things we're talking about here.

And the big issue, if you're following in the papers, is when is this going to be over? I don't really know. I defer to the experts. But there's a lot of push right now to start moving forward and I know we're gonna play a part in that. And the reality is, a lot of Teamsters are already working and they're out there every day doing the right thing for America.

We're very, very proud of that. So, that's important that we do all that and keep pushing for protection on the job. So, that's what we're doing and we're gonna have a very important call today. We'll have interesting things going on. Ken – Ken Hall, our secretary treasurer – give us a report.

Ken Hall:

Thanks, Jim. First of all, I hope all of you are staying safe as you continue to work to protect our members and to make sure that they're also safe. I don't have much of a report since we talked last week. Everyone's sort of in a bit of a holding pattern until we know what the virus has in store for us. In the meantime, we must continue to hold our employers accountable and make sure that our members are not exposed to unnecessary harm.

As I've mentioned in previous calls, the GSP office is open and continues to work with locals to ensure that you could continue to operate smoothly. Please, don't hesitate to reach out to our Titan folks, our auditors, or to my office. So, thank you for all you're doing. We'll get through this, and hopefully, things will start getting back to normal soon. Now, I'll turn the call over to the President of Teamster Canada, François Laporte.

François Laporte:

Thank you very much, General Secretary Hall, General President Hoffa, our brothers and sisters. Good afternoon. This is my fifth report since the beginning of the crisis, and this is my – it's a privilege for me to report to you what is going on in Canada. Like you guys, we have been badly – our economy have been badly hit, and Canada is weeks away from reopening. The Canadian

economy contracted nine percent in March so, this – we've got lots of people who have been laid off.

However, we can see some lights at the end of the tunnels. Some jurisdiction are talking about bringing – to bring back the kids to school. We have residential construction who will reopen in some provinces and other industry are now starting to call back people to work. The positive is we have seen an unprecedented collaboration and solidarity between the Canadian provinces. The government's financial assistance for the works is functioning.

Workers have start to receive the money. On top of their regular employer insurance program, we also have a minimum of \$2,000.00 a month for every workers who have been affected by this, and also, we have a program that gives these workers \$847.00 – or 75 percent of their regular salary. We got some Teamsters company who have reopen and recall workers to fabricate personal protection equipment, which is a very good thing, and also, an Ottawa-based company have invented a new test device for Covid-19 virus and the results can be obtain within 30 minutes. So, this is a good thing. Now, regarding the trucking industry and the delivery industry, we have seen improvement regarding access to rest area and truck stop, and this is great.

This is good. We still have some concern regarding the suspension of the application of **our** service for the drivers. In the coming weeks, we will add airport workers. _____ represent lots of airport workers in Canada, and these workers are going through a difficult time so, we will address those issue in the coming days. We are in communication with Transport Canada and Labor Canada, and we will be out there supporting these workers. The last two weeks have been very difficult for the health care workers in Canada.

As you are aware, we represent thousands of people in retirement home industry, and we are working in close collaboration with Canadian Labor of Congress affiliates to support our members in that industry. The hospital sector is doing okay. We see less and less people at the emergency, however, the nursing, the long-term cares, and the senior home sector have been badly hit over the last two weeks, and the people who live there are the most vulnerable citizen. 99 percent of the death in Canada are people who are living in those home. So, the Canadian and Provencal governments have announced major investments to improve their resources and support the workers and protect the citizen.

I will conclude on a sad note. Unfortunately, we have several of Teamsters member in Canada who have been infected and died of Covid-19 so, Teamsters Canada would like to offer the family, the friends, and the coworkers our deepest condolence. So, that conclude my report and I will turn it over to Gary Witlen.

Gary Witlen:

Thank you, François, and certainly, we would convey, on behalf of all American Teamsters – condolences through you to the families that have been affected. Obviously, here at the legal department and in the General President and General Secretary Treasurer's office, we're getting questions about procedures that no one contemplated and that for which there are real no answers in the constitution or the bylaws. I appreciate how difficult this is for everyone but want to assure you that we are working to come up with common sense guidelines that recognize the need to get things done immediately, but also does not put anyone in danger of being accused of violating any of their duties or responsibilities as officers as those are established in your bylaws. For an example, we've received inquiries from many locals that want to make expenditures – significant amounts of money – to purchase PPEs for members of purchase gift cards for members on lay off to use for groceries or other vital supplies that they currently can't afford. In most instances, these purchases exceed the spending limits set forth in the bylaws or the policies and procedures adopted by the executive board.

The answer to these questions depends largely on your bylaws, and I would request that if you have a specific plan you want to implement, a specific expenditure, you send an e-mail to either me or Tony Mathis from the JFP's office setting forth the question and attaching the provision to your bylaws, setting forth the requirements for approving expenditures. For most of you, that will be in a section that provides for the duties of the executive board, but some of you also have separate positions for significant expenditures and separate provisions from the model bylaws as to the amount of money that could be spent or the procedure for authorizing those expenditures. So, if you could put them in writing and send them to either Tony or myself, we will be able to get you responses back in writing. But for most of you, as a general proposition, I could say that the executive board's needing to make an expenditure on an emergency basis – either to purchase PPEs that are available and are going to disappear instantaneously if you don't act now or to deal with an emergency affecting the operation of the local. We've been advising that the executive

board can authorize the expenditure, even if the bylaws require membership approval of the amount in question.

And that approval from the membership can be obtained when normal meetings resume. I want to repeat that this should apply only to situations where there is no time to set up membership votes by mail or electronic voting, and it does not apply to expenditures from restricted funds – most commonly, a strike fund – where the members have either paid an assessment or established limits on the use of the funds for a specific purpose only. Transfers from those funds should not be done without advance membership approval. We're also receiving questions from locals who want to hold meetings remotely – both for the executive board and membership or contract ratification meetings, grievance panels, and other gatherings that involve larger numbers of members that could be accommodated on a conference call. The quick answer is that you can hold executive board meetings certainly by phone or using social media technology and conduct the same business as you would normally undertake during an in-person executive board meeting.

It is also permissible to conduct remote town hall type membership meetings, but the arrangements for controlling the participation and ensuring that all participants are eligible members raises some questions concerning security. As to grievance panel meetings, questions should really be directed to the chairs of the negotiating committee – especially for a national master contract. For white paper contracts, whatever procedures you work out with the company that allows you to fully present the grievance and represent the member should be acceptable. We are in the process of preparing an advisory of what we consider the best practice is for conducting remote meetings, and hope to have something out to you by next week. In the meantime, if any of you have conducted such meetings and have had either good or bad results that can help us formulate a best practices guideline, please, send them to me or to Tony by e-mail, which are experiences so that we could either copy what has worked for you or try to improve upon things that have not been successful.

So, I wish you continued good luck and turn the meeting over to LaMont Byrd.

LaMont Byrd:

Okay. Thank you very much, Gary, and good afternoon. I'd like to provide you with a brief update on the health and safety related issues concerning the response to Covid-19 crisis. The Safety and

Health Department is receiving an increasing number of calls regarding members who are either sick or have tested positive for SARS-CoV-2, the virus that causes Covid-19. There continues to be no vaccine or antiviral treatment protocols, but due to widespread implementation of social distancing policies, in some areas of the country, there appears to be a flattening of the curve, which means that the number of new cases is growing at a slower rate.

But there continues to be a great number of people affected by the virus. There's been a lot of debate about when sections of the country will reopen, but this is an issue that has yet to be decided. Safety and health department continues to develop and post fact sheets that can be found on the IBT website at [Teamster.org/Covid19](https://teamster.org/Covid19). One of our recently developed fact sheets is on workers' rights when they've been exposed to SARS-CoV-2 while at work and the employer's responsibilities. We're also developing an online platform to enable us to provide online training to our members and other workers at risk.

We're also considering developing a train the trainer program so business agents, stewards, safety and health committee members and other leaders in the union can be trained to conduct a short course on Covid-19 and other issues to front-line members. In terms of guidance, the Centers for Disease Control recently revised its guidance on essential workers who've been exposed – or potentially exposed – to the coronavirus. In previous CDC guidance, these workers were advised to self-quarantine for 14 days. The new guidance allows essential workers who've been exposed to individuals who are positive for Covid-19 to continue to work, providing they have no symptoms, are screened by medical personnel for fever and other symptoms, wear a mask while at work for 14 days, and their work area be cleaned and disinfected on a daily basis. We disagree with this new guidance as it's not consistent with what the medical evidence is telling us, which is what the CDC guidance was before the change.

In terms of what's going on over at the Occupational Safety and Health Administration – also known as OSHA – OSHA recently issued guidance to area directors and compliance safety officers on how to respond to complaints regarding Covid-19. The agency essentially directed its staff to focus site visit inspections almost entirely on health care facilities, nursing homes, and other health-related facilities. Complaints filed by workers or their representatives who work in other industries should be treated as in

formal phone call complaints that are typically investigated by simply calling the employer or contacting them by mail or e-mail to tell them that a complaint has been filed. If, in the unlikely event, a site visit isn't conducted and the compliance safety officer determines that the workplace is unsafe and intends to issue citations under the General Duty Clause of Occupational Safety and Health Act, before the citation can be issued, the citation must be reviewed and approved by the area OSHA office, the regional office, and the national OSHA office. So, the take home methods that I got from this enforcement guidance is if you don't work in a health care setting, OSHA will be little or no help.

So, as the General President indicated, we have to have an emergency standard and allow OSHA to enforce guidance. The last thing I'll mention is that the Transportation Security Administration recently issued an exemption to drivers who have a TWIC credential. That's the Transportation Workers Identification Credential. If that credential expires on or after March 1, 2020, these drivers have up to 180 days after the expiration date that appears on the face of the credential to renew the card. You can find more information on these issues and much more on our website at Teamster.org and TeamsterSafety.org.

Thank you and now, I'd like to introduce David Bourne, director of the Airline Division.

David Bourne:

LaMont, thank you very much. Ladies and gentleman, I'll just give you a current status update with the Airline Division. As of today, treasuries start their cash infusions from the stimulus package to our different carriers. All of our carriers have applied for the stimulus package, except for NetJets. I spoke with NetJets' senior management.

They feel that they can weather through this without the money. They believe that when the country opens up, even though their owners will fly less, they will probably fly 100 percent on the corporate jets before they feel comfortable to get back onto the airlines. So, they feel they'll come out of this pretty well. Since the last update, we've had one situation – Air Canada. They just announced us a six-city closure with 400 of our gate agents furloughed approximately.

They're still looking to see if this is gonna be a long-term shut down for US flying or short-term. So, in that regard, they're keeping all of our members on full insurance. So, as soon as we get

some indication of what their thoughts are – they're gonna get back to us on an idea of their plan – then, I'll be in contact with President Laporte, and we'll discuss how we take it from there. Right now, the fact that they're keeping everybody on insurance we're very happy for. It's a situation that our stimulus package doesn't cover Air Canada and Air Canada, I think, doesn't cover the foreign workers for the US.

But, at this time, they can get unemployment and they are on full insurance 'cause this might be a short-term call back. So, we're hoping for that, and we'll update you as soon as we hear something. The other thing I'd like to talk quickly about is I really want to thank Director Byrd. LaMont, I know you're on the call. I want to thank you and your staff. It's been very important.

Recently, at one of our major carriers – who I won't say they didn't want to, but they were problematic in supplying the needed sanitation items in the workplace such as hand sanitizer – masks were needed, proper disinfecting of the workplace, proper cleaning and sanitation of the restrooms and facilities. We had had a preliminary meeting – it did not go too well. So, we asked for a Safety Summit. We got the senior vice presidents of the airline in and before that happened – actually, right before that call – LaMont and his staff got on with me about an OSHA General Requirements. I didn't know about this.

It was Section 19 1-132, and it's very short so, I'll read it quickly to you. "The employer shall verify the required workplace hazard assessment has been performed to a written certification that identifies the workplace evaluated, the person carrying that certification evaluation, has been performed the date of the hazard assessment and then, the document of the certification." So, with that knowledge, as we got into the meeting, it was starting to not go too well so, I brought up and I said, "Well, of course, you have the certification." And they got quiet. I said, "You know, the 1910-1 32 that you're required to do. I know you have that. Do you have that handy that you could send me?"

It was silence. And it was 20 seconds of silence from all the senior management. They had no idea. They became quiet. So, I actually broke the silence and I said, "Well, I'm sure you have that 'cause you have to do that, and you have the requirement."

And I read the requirement and I said, "I know you have that." I said, "But let's get on. We'll get that back later. I'd like to talk

about these needed items." Instantly, "Oh, yes. We're getting all those items. Yes. All that's coming."

We got agreement on 100 percent of everything we asked for. And that has been a sticking point for a while. So, LaMont and your staff – thank you, thank you, thank you. It was tremendous response we had, armed with the knowledge that you gave us. So, I just wanted to thank you very much. And I'll turn this over to International Vice President, Rick Middleton.

Rick Middleton:

Thank you, David. Rick Middleton here with Passenger Transportation Division. The Transportation Division is facing unprecedented situations alongside the rest of our Teamsters, brothers and sisters. There are many unknowns, especially when it comes to the majority of our membership who are affected by the educational system they're funding, which is inherently more complex than some of the other industries. Our division was informed of the request made in the Hill by the school association for another \$200 billion, and on top of the \$13.5 billion already allocated in the CARES Act.

Last week, we held a call with the majority of all the locals to work together and get the money where it needs to go to keep our members employed, safe, and healthy. Each local who had a representative on the call gave a brief report of their membership and we also found the situation varied greatly based on the RFPs, but that many of our school bus members are working to deliver school work and food to students that are in lockdown. Many of our members who are not working are still receiving their guaranteed minimum, but there are a few with still left going without pay, and we're working on that. We are working with the employers and the IBT Political Department – and I want to thank them for keeping us informed of all the legislation going through. Christie, Sam, and Sunshine have been very helpful to us to assure the funding requests, by districts, goes to the contractors who have not received the payments so that our members can get paid and still have jobs when it's over.

I want to thank Jim and Ken for having these calls. They're very informative and I think it helps the locals around the country. And with that, I'll turn it back over to General President Hoffa. Thank you.

Jim Hoffa:

Well, thanks, Rick, and thanks for that report. I'm glad so many people can join us. I think these are very helpful. We had some

questions about the Unity Conference. It's been postponed and I'm very sad about that.

I was looking forward to the Unity Conference. I know we enjoy being together. The Teamsters are the best when we're together. We're strong and we draw strength from each other. So, that has been postponed.

We're also sending out a memo to directors, and most people say that if you're doing an MOU or side agreement to accommodate the different circumstances regarding the virus – that is like, you know, the UPS did where we're getting additional coverage or additional paid days for people that contract the virus, or they're basically quarantined with a loved one that has contracted that – these are meaningful MOUs, and we'd like to make sure we have all of them. And if you would make sure they get to the IBT – get to Iain Gold in our staff – we want to see those so we can basically put them together and basically, try and advise everybody else about what good things our locals and our different directors are doing and then, use that best practice so that we can all benefit from something that's maybe been done in one industry and we can say, "Maybe we can do that in my industry." So, it's a matter of us sharing knowledge about some of the good things that our union's doing to accommodate our employees during this difficult time. So, without any further ado, that's the end of the call. I really appreciate your all being on there.

Stay safe. Stay united. Stay Teamster strong. Thank you.

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